Major CDRs Training Symposium

Force Issues/ Discussion

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Topics

- Leadership and Lifeskills rollout
  - Standards and Conduct (5 Pillars)
    - References:
    - GENADMIN/CNSF/071756Z JULY 06 – LLS ROLLOUT PRECOMS
    - GENADMIN/CNSF/151606Z FEB 07 – LLS ROLLOUT FORCE WIDE
    - GENADMIN/CNSF/261532Z MAR 07 – STANDARDS AND CONDUCT
- MCPON Initiatives
  - Bringing the Mess back to the Deckplate
- CSC Opportunities

Topics

- **Why we started the Program**
- **Brief Description of the Pilot**
- **Results**
- **Where we are today**
- **Where are we going**

Why we Started

- Domestic Violence
  - 378 Reported cases per month
  - 203 Substantiated cases per month
- Sexual Assaults
  - 36 per month
  - 432 per year (more than 1 a day)

Why we Started

- Find a solution to Sailors having problems.
- Be proactive vice reactive to issues.
- Always had programs in place to address these type of issues. Haven't used them well. How do we use them to fullest effect.
- Incidents directly impact our workforce which impacts Mission Accomplishment.
- CNO – Family Readiness = Mission Readiness
- Engaged Leadership and an educated workforce with knowledge of resources can proactively prevent problems.

Pilot Description

- Training Developed by experts from FFSC and Chaplain resources.
- Training delivered directly to Commands in the work environment (By Professionals).
- Selected Experimental and Control Groups (12 units each).
- Commenced training Jan 05.
- Tracked SITREPS and use of available resources (12 Months).
- Final report Apr 06.

Training Curriculum

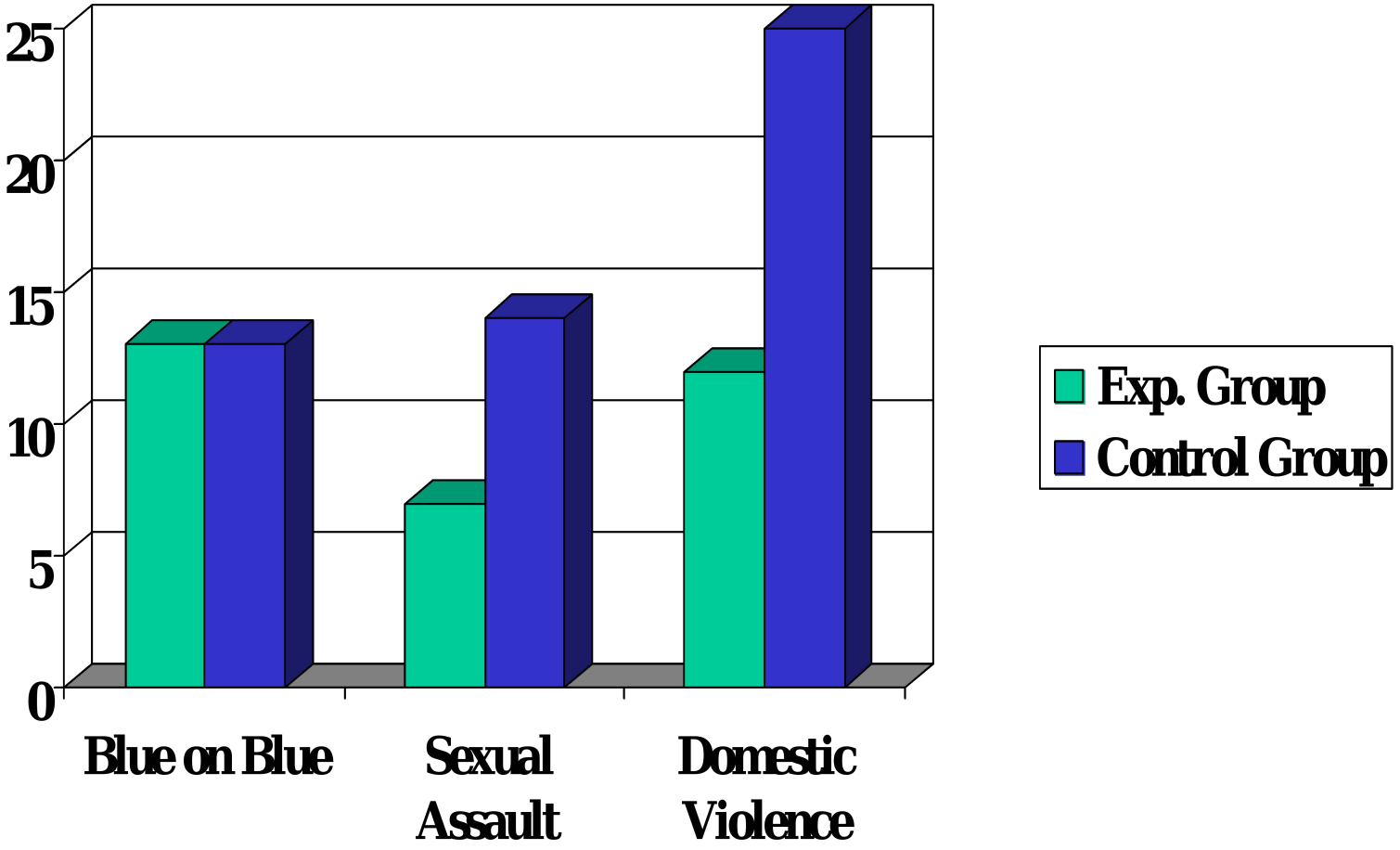
- Half day of E4 & below training.
  Sexual Assault Awareness/Conflict Management
  Stress Management/Family Violence Overview
  Financial Management

- 3/4 day for E5 & above.
  In addition to topics above
  Identifying at risk personnel/Resource awareness

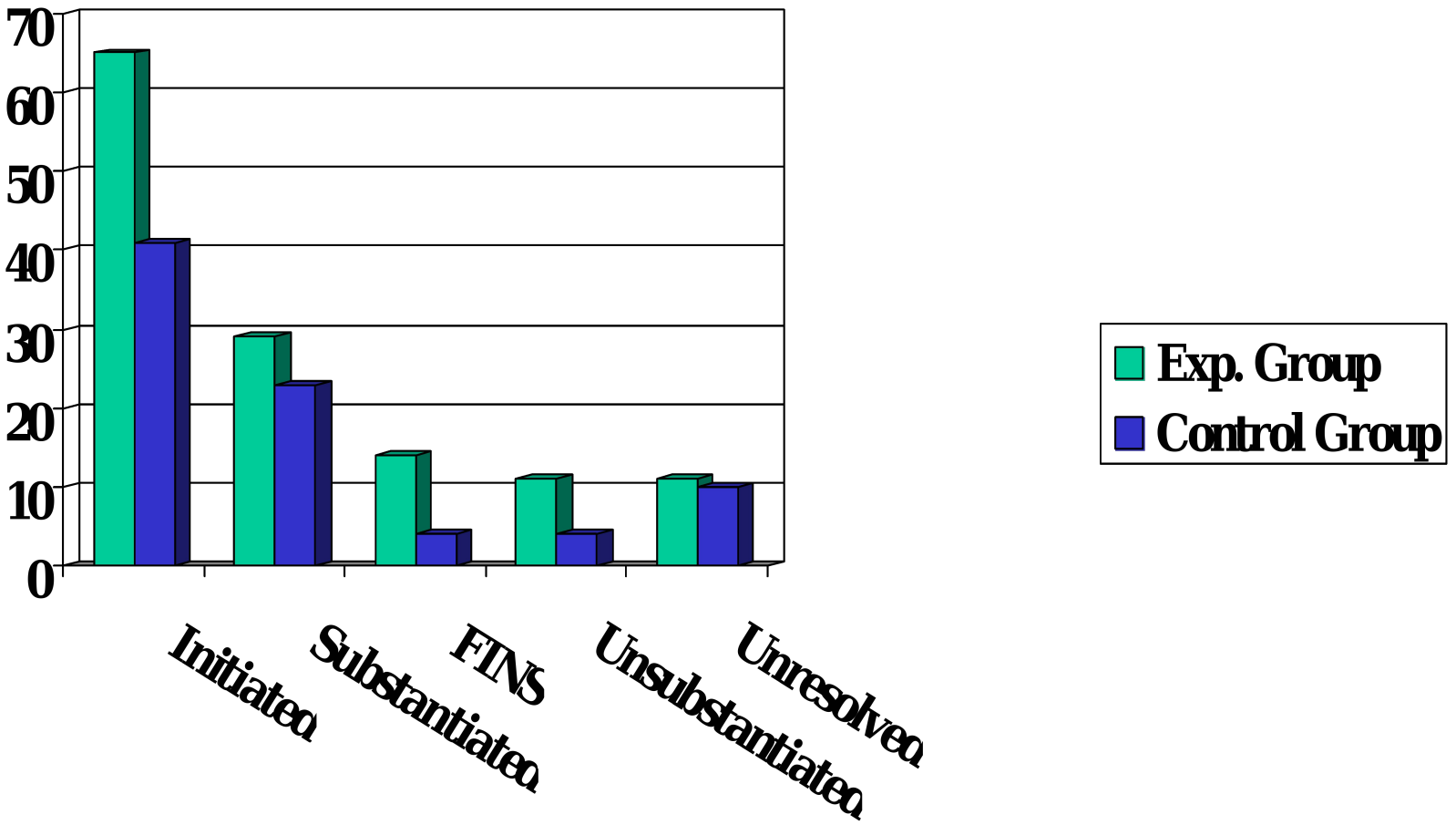
- 3 Hours for E7 and above
  Discuss training purpose & topics
  Identifying at risk personnel
  Resource awareness/Programs within lifelines

Training conducted by teams of FFSC trainers and Chaplains

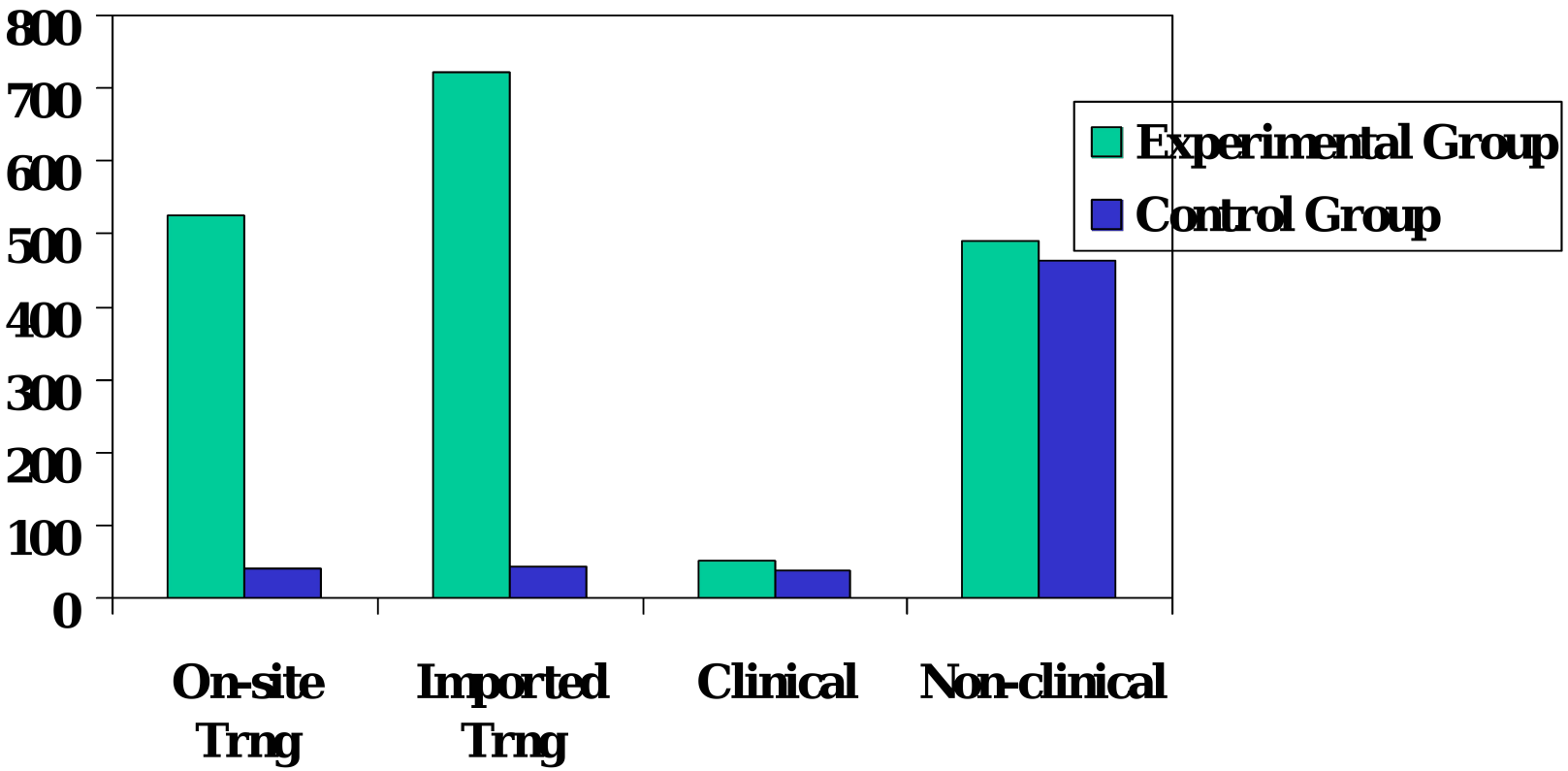
Results


25
20
15
10
5
0
Blue on Blue
Sexual Assault
Domestic Violence
Exp. Group
Control Group

Results – FAP Cases



Results – FFSC Use



Pilot Conclusions

- Experimental Group had:
  - Half Domestic Violence SITREPS of control group
  - Half Sexual Assault SITREPS of control group
  - 59% more FAP cases than control group
  - 10 times greater utilization of FFSC resources
  - Successful in removing stigma attached to

My ship enjoys an increased awareness facilitated by the LLS Pilot … enables all hands to identify warning signs of abuse earlier, provides increased knowledge of the resources available to proactively refer our Sailors for help, and removes any stigma from asking for FFSC help…

Cruiser CO

Where we are today

- Based on success of Pilot -- Training for all PRECOM Unit's. (10 units) July 06
- Working w/ Training Commands to create interactive CD ROMs.
- Dec 06 Training approved for Navy Wide Implementation.
- Jan/ Feb 06 Brief all Major Commands.
  - Feb Message to the Force
- FFSCs Coordinating w/ Commands to provide training.

Where we are today

- 63 of 303 Commands have completed training.

- 84 Commands scheduled for training June through September

Where are we going

- Utilize metrics to continue to refine and improve initial/sustainment training.
- Continue to work w/ experts to find innovative ways to address Sailor Relations issues.
- Implement remaining pillars of Pride and Professionalism
- Operational Excellence and Safety
  - ORM Practice and Culture on and off-duty
  - Reduce operational and PMV mishaps by 75%

Where are we going

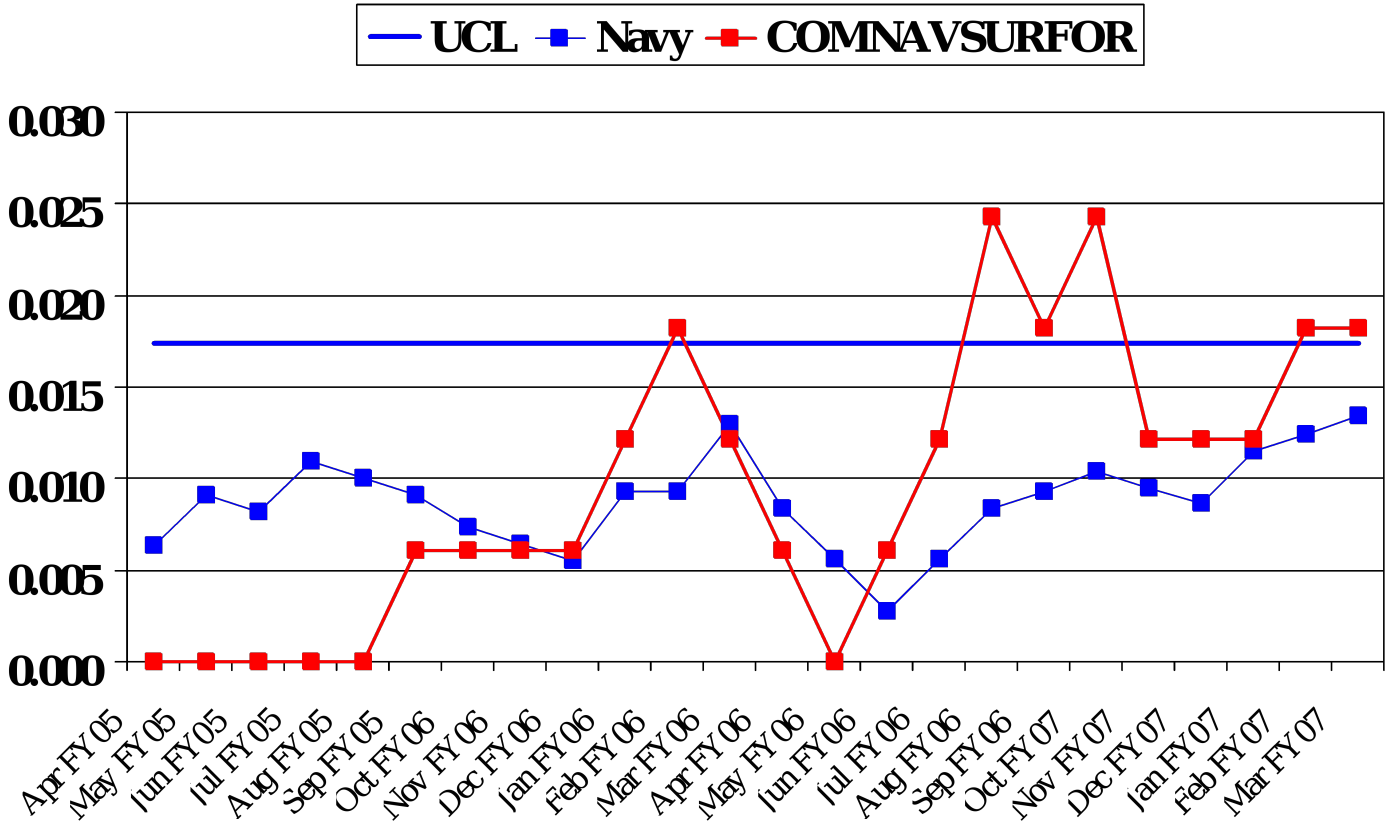
- Substance Abuse
  - Reduce Drug Attrition by 20% and DUI/DWI by 15%
- Culture of Fitness
  - Improve physical readiness
  - Decrease PFA Failures and separations by 50%

Pride and Professionalism

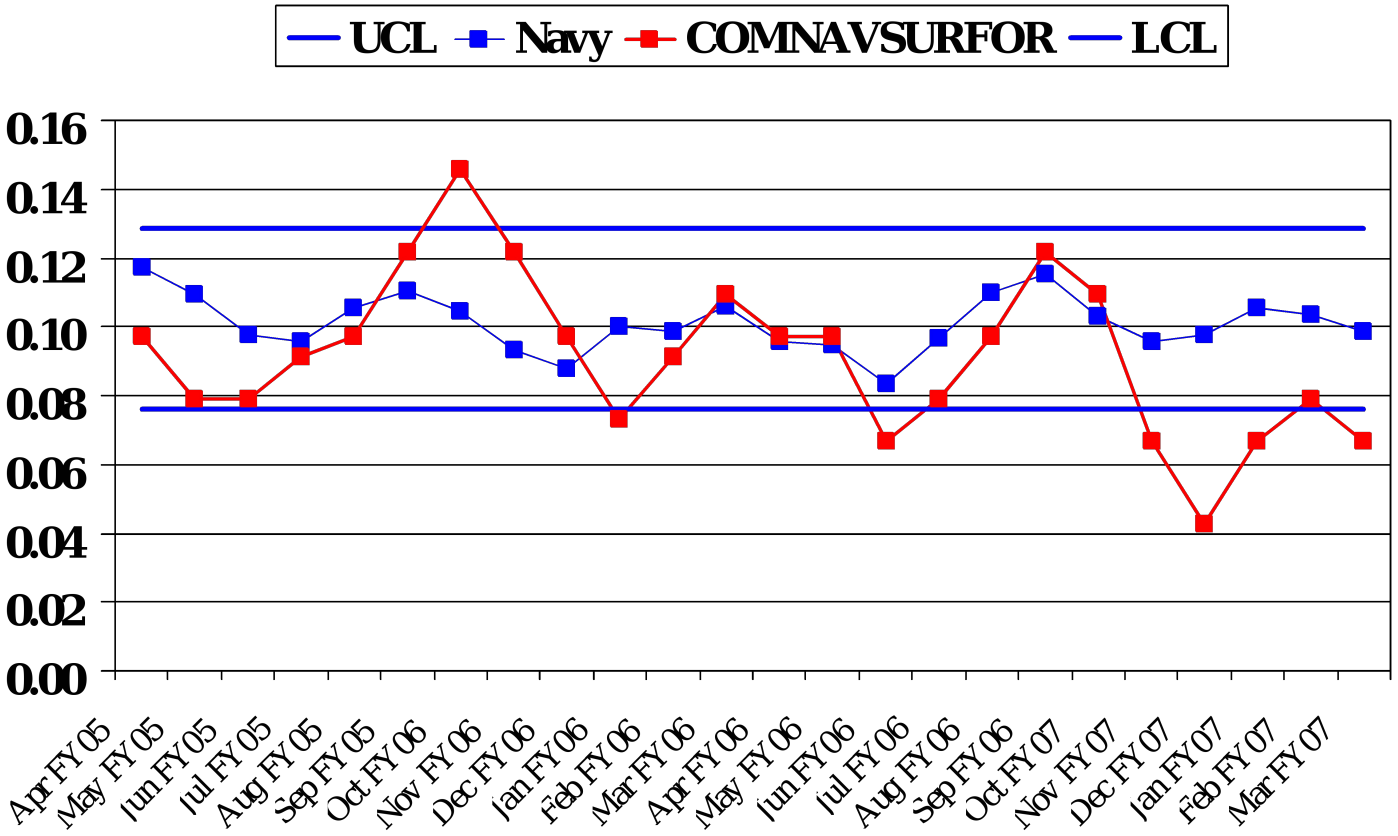
  - Renewed emphasis on Values, Ethics, History, and Character
  - "Warriors of Character", Committed to Excellence 24/7

Training, Accountability, and Leadership

Suicide Rate: 3-Month Moving Average

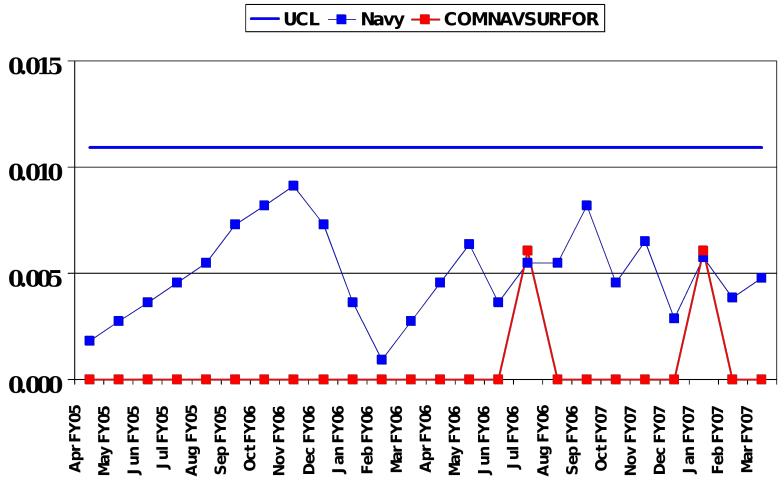


Total Reported Sexual Assaults: 3-Month Moving Average

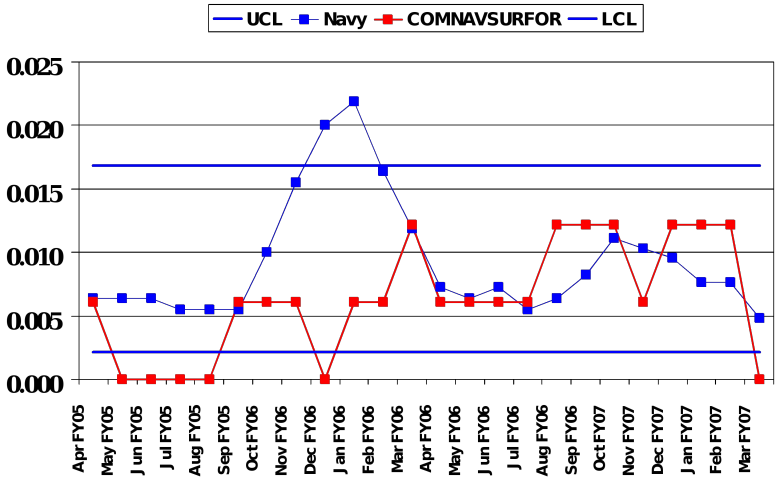


Private Motor Vehicle (PMV) Fatalities: 3-Month Moving Average

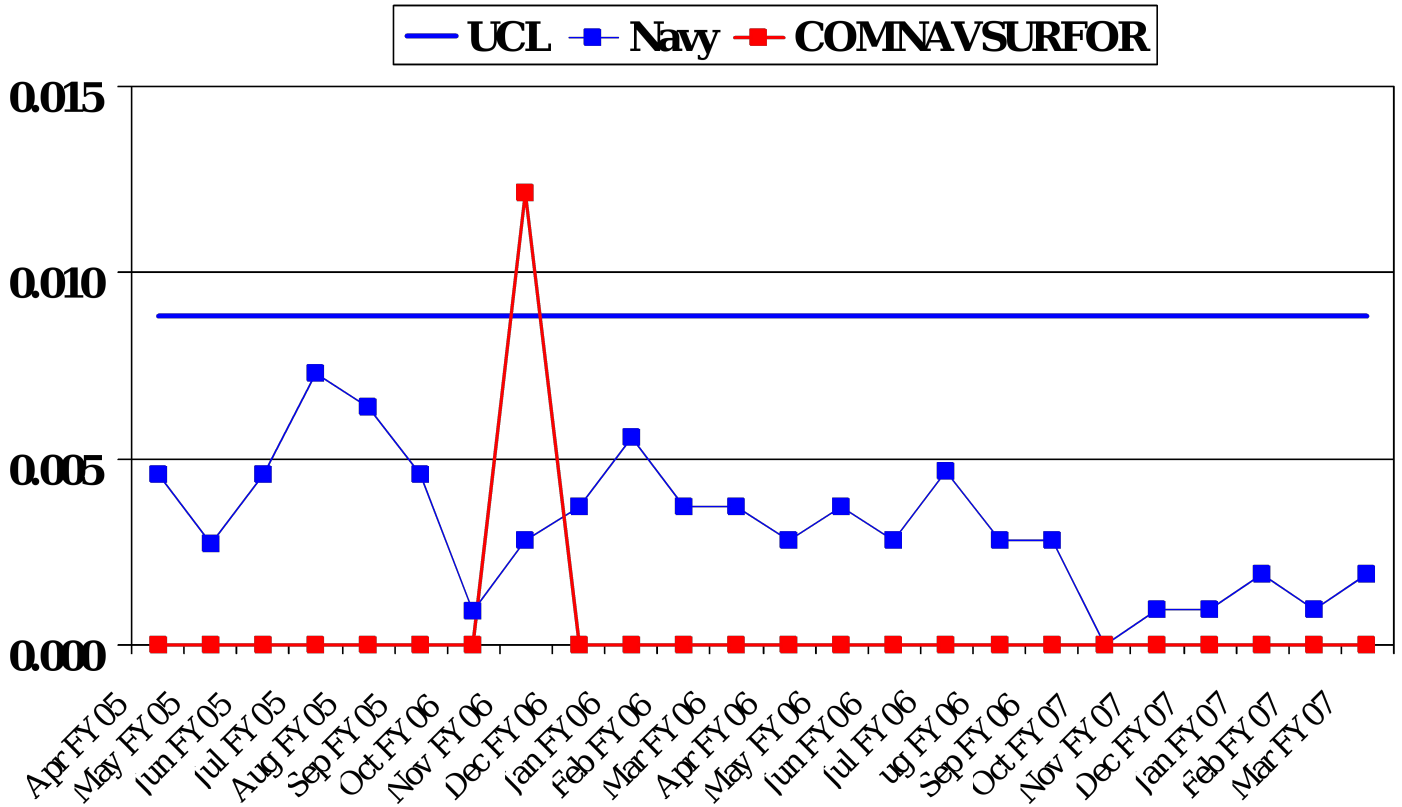
4 Wheel



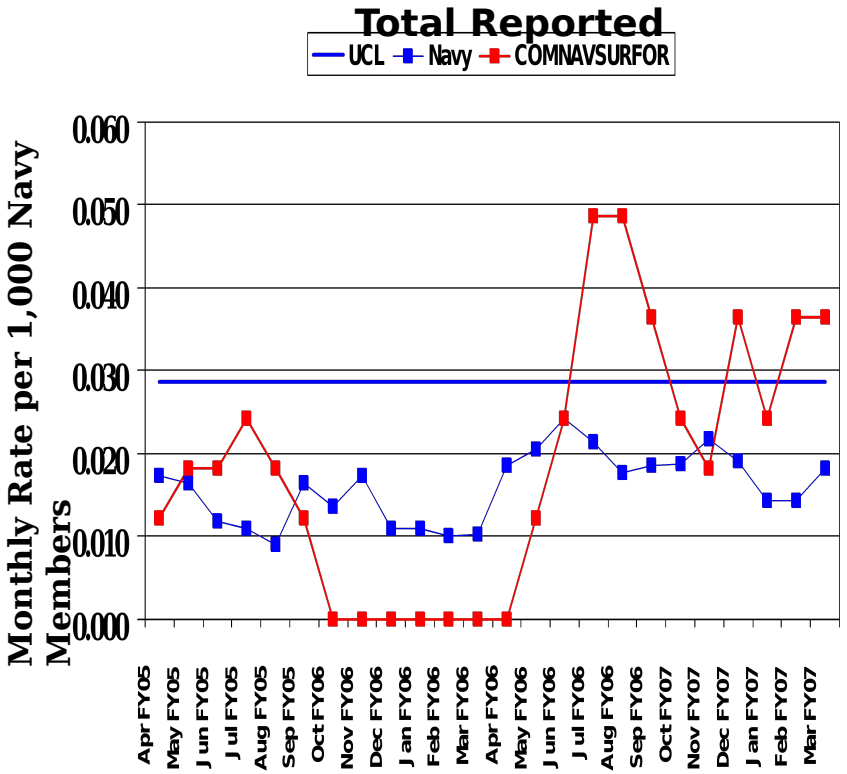
Motorcycle

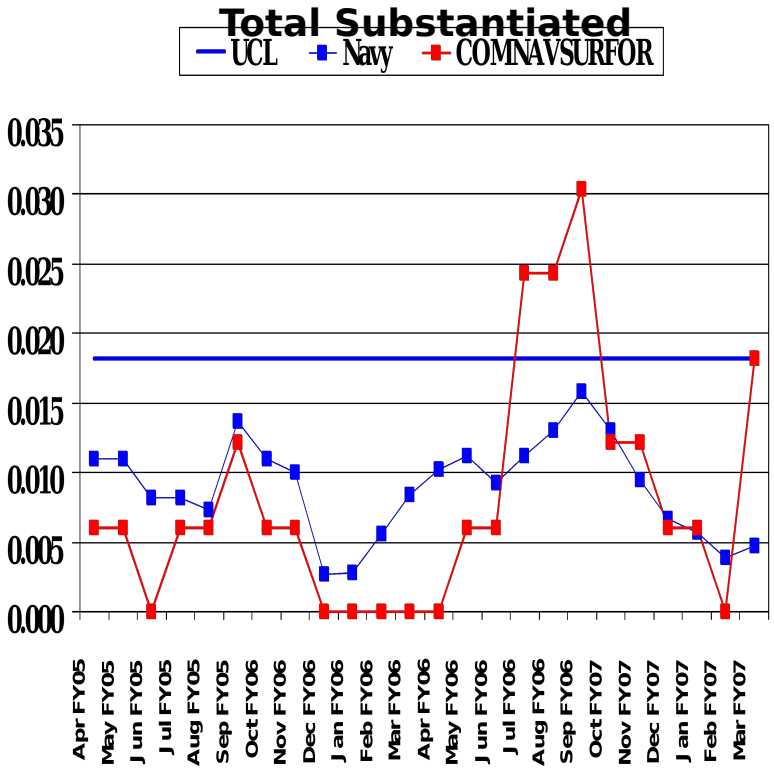


Off Duty/Recreational Fatalities: 3-Month Moving Average



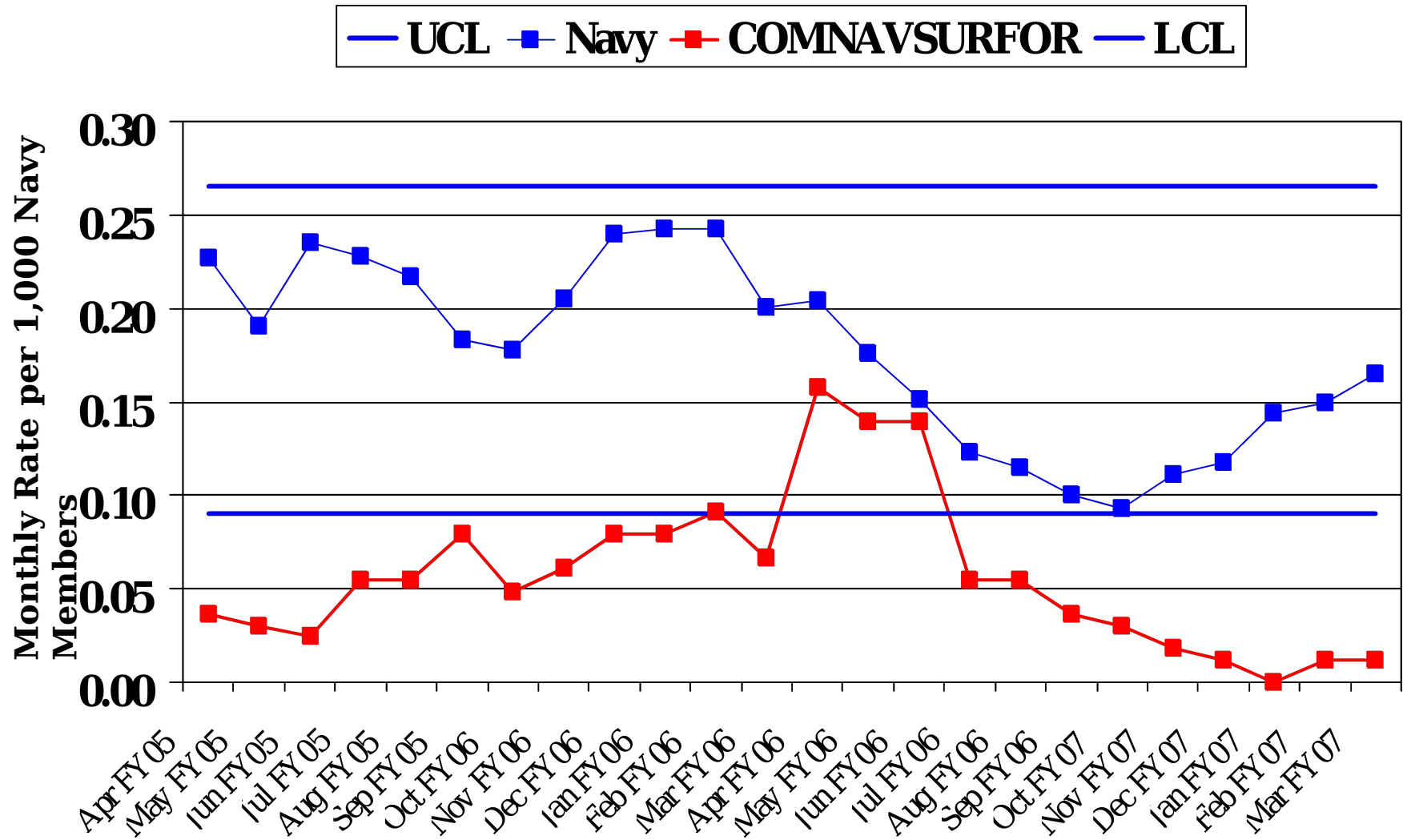
Sexual Harassment: 3-Month Moving Average





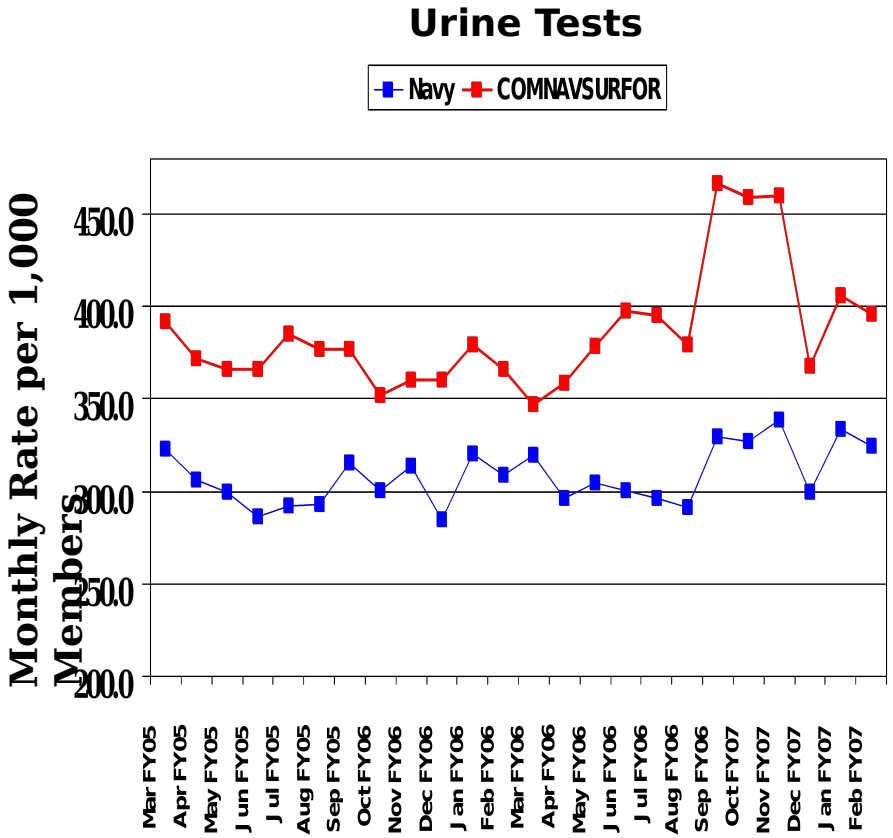
Source: Navy Equal Opportunity Office (N134)

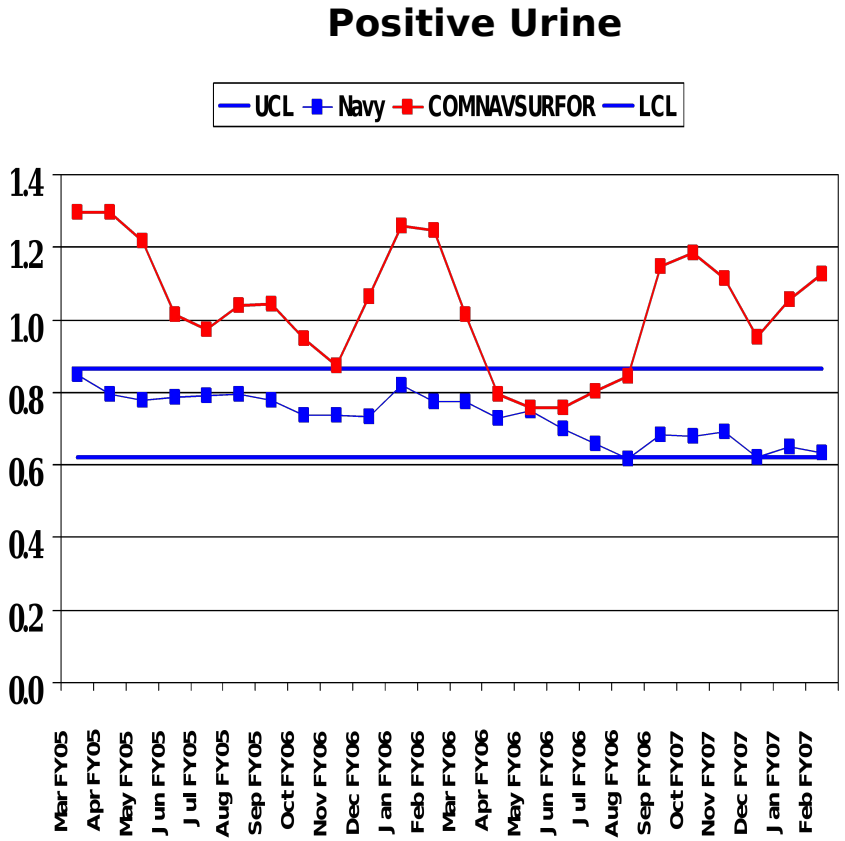
Total Reported Narcotics Incidents: 3-Month Moving Average



Source: NCIS Data Base

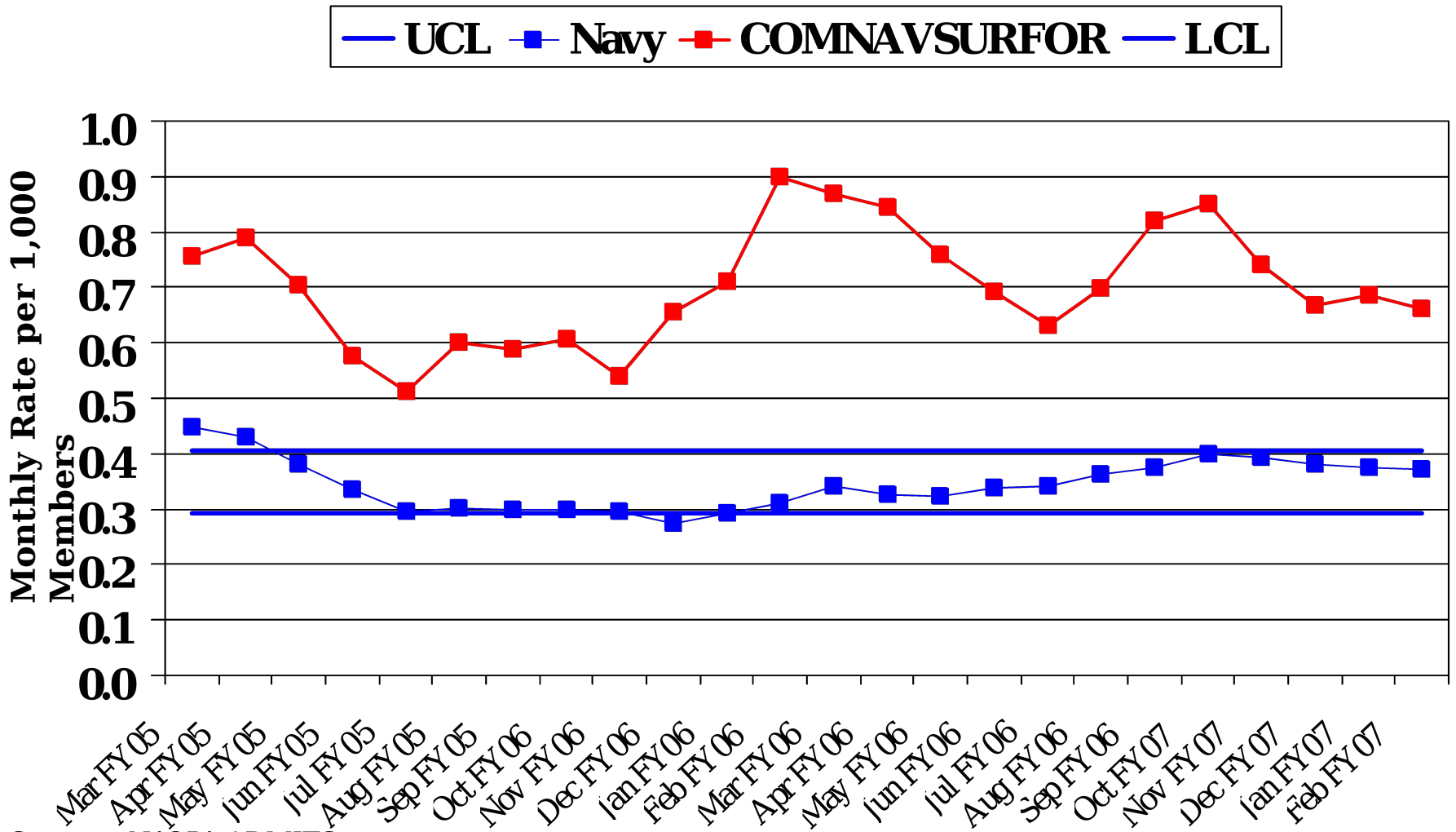
Urinalysis: 3-Month Moving Average





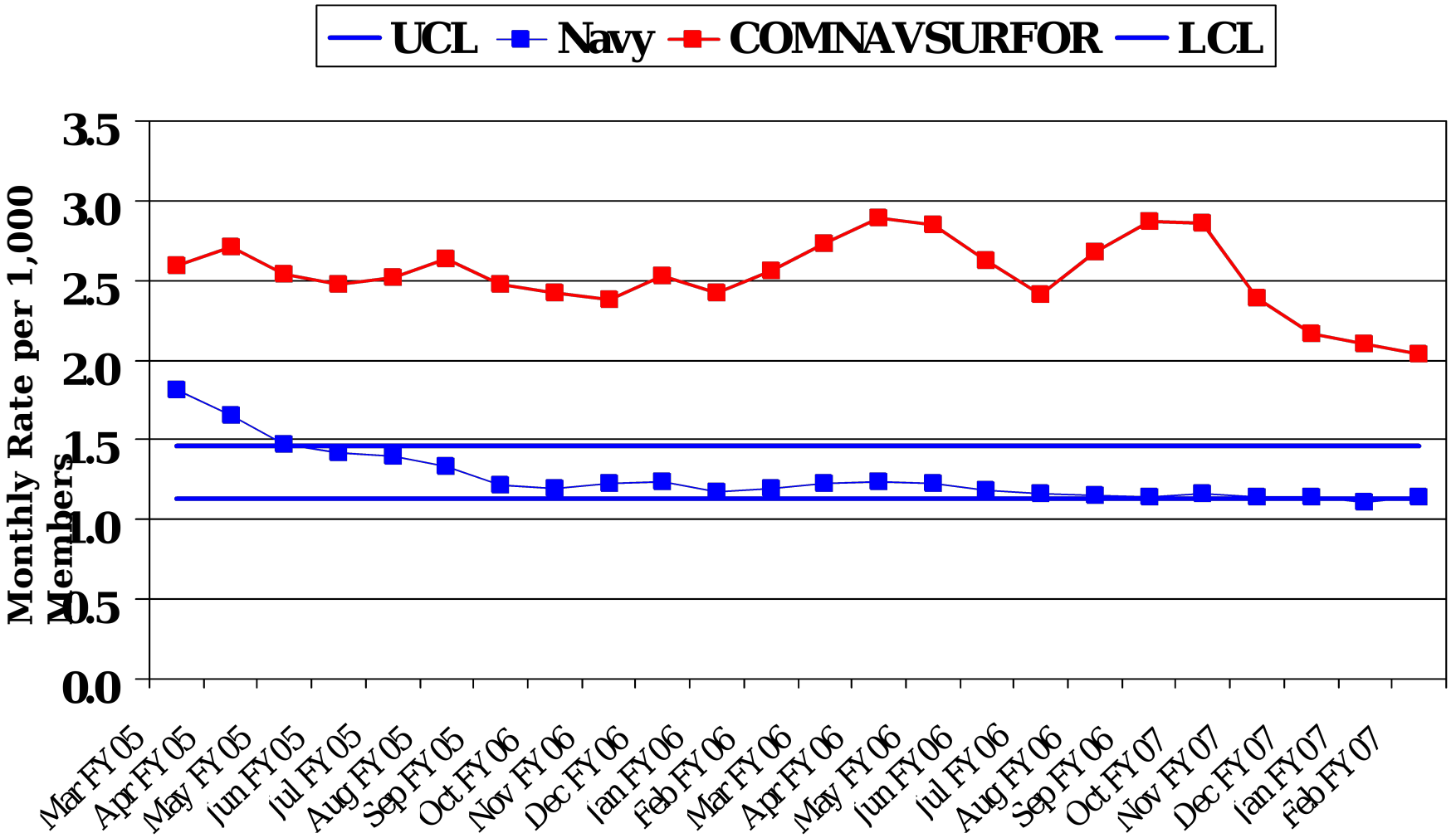
Source: N1351

DUI/DWI Rate: 3-Month Moving Average



Source: N1351 ADMITS

Other Alcohol Related Incident Rate: 3-Month Moving Average



Source: N1351 ADMITS

Executive Summary

- CNSF makes up approximately 21% of the total Navy active force. LANTFLT ships make up 46%; PACFLT ships make up 41% of CNSF; and the remaining 13% of the CNSF is ashore.

- Navy had 75 suicides during the two-year period analyzed of which 13 (17%) were from CNSF. Fifty-four percent of CNSF suicides were from LANTFLT ships. Forty-six percent from PACFLT ships.

- Navy had 846 sexual assault incidents reported to NCIS for the two-year period, of which 116 (14%) were from CNSF. Fifty-two percent of CNSF sexual assaults were from LANTFLT ships and 45% were from PACFLT ships.

Executive Summary

- NAVSAFECEN reported 81 4-wheel vehicle fatalities for the two-year period of which 8 (10%) were from CNSF.
- NAVSAFECEN reported 43 2-wheel vehicle fatalities for the two-year period of which 2 (5%) was from CNSF.
- NAVSAFECEN reported 27 off-duty/recreational fatalities for the two-year period of which 2 (7%) were from CNSF.
- Eighty-three percent of all fatalities are from PACFLT ships.

Executive Summary

- Navy reported 137 sexual harassment incidents for the two-year period of which 27 (20%) were from CNSF. Forty-four percent of CNSF reported sexual harassment incidents were substantiated, as compared to 50% for Navy-wide reports.

- Fifty-six percent of CNSF reported sexual harassment incidents were from PACFLT ships and 44% were from LANTFLT ships. Forty percent of PACFLT and 58% of LANTFLT sexual harassment incidents were substantiated.

- A total of 1,460 narcotics related incidents were reported for Navy to NCIS for the two-year period of which 74 (5%) were from CNSF.

Executive Summary

- Ninety-two percent of CNSF narcotics related incidents reported to NCIS were from PACFLT ships.

- The two-year monthly positive urinalysis tests for CNSF average approximately 54 per month and Navy averages approximately 259 per month (CNSF is about 21% of Navy total). Fifty-six percent of the tests returned as positive for CNSF were from LANTFLT ships and 44% were from PACFLT ships.

- DUI/DWI related incidents average about 39 per month for CNSF and average about 125 per month for Navy the past 24 months (CNSF is approximately 21% of Navy total). Fifty-two percent of CNSF DUI/DWI incidents are from LANTFLT ships and 44% are from PACFLT ships.

Executive Summary

- Alcohol incidents average approximately 136 per month for CNSF and approximately 448 per month Navy-wide (CNSF averages approximately 21% of Navy). Fifty-eight percent of CNSF alcohol incidents are from LANTFLT ships and 35% are from PACFLT ships.

- In general, CNSF trends mirror the Navy's averages. As CNSF begins to search for ways to best meet the challenges of the future, this comparison suggests considering directing energy and resources towards:

  * Sexual harassment prevention.
  * Drug awareness/prevention.
  * Decreasing DUIs and other alcohol related incidents.

MCPON Initiatives

- Mission Vision and Guiding Principles
  - Utilized a selected group of CMC's
- Moving the Badge
- Realignment of MCPON panel
  - Tier 1 EXEC Leadership Council
  - Tier 2 Working Group
  - Tier 3 Information and Feedback Forum

MCPON Initiatives

- Revamped CPO induction season
  - Mentorship Focus
  - Full Mess Participation
  - Aligned to MV&GP

- Standardized CPO training
  - Phase 1 Chief Selectee Training
  - Phase 2 CPO Induction Season Training
  - Phase 3 Chief's Mess Training

MCPON Initiatives

- Selection Board Precepts
  - MV&GP
  - Sailor Focused
    - Leadership vs Fluff
- CPO’s the the SEA
- SEA BOA
  - Review of existing curriculum
  - Focus on Leadership (MV&GP)
  - SEA and CMC/COB/CSC

CSC Opportunities (current)

- Surface Force
  - MCM's, LCS
  - Recently added FFG's (33 new Billets)
    - Filled by attrition.
- NECC
  - Maritime Civil Affairs (2)
  - Naval Coastal Warfare (2)
- MPT&E
  - SEA Facilitator (Currently 1)

CSC Opportunities (tentative)

- Air Forces
  - HSC's, HSL,s (11)
  - VP's (12)
- Subs
  - Training Support Facilities (8)
- CNIC
  - Naval Weapon Station Seal Beach, Naval Weapon Station Earl New Jersey (2)
- USS CONSTITUTION

QUESTIONS ?

BACKUPS

- **BACKUP SLIDES**

Khaki Disipline

- CMC DFC’s
- SITREPS
  - CPO
  - Officer
- Deckplate Communications

Khaki Discipline Issues

- CMCs
  - CY 03 -06: 45 DFC's
  - 29 Hard
    - 9 DUI/ Alcohol
    - 11 Fraternization
    - 9 others (loss of confidence, abuse of authority, command climate)
  - 16 Soft
    - Combination of all of the above, Command did not wish to DFC, member transferred to Fleet Reserve.

SITREPS

Revising with updated data

SITREP DATA			
INCIDENT	**OFFENDER**	**VICTIM**	**SUMMARY**
FIRST AND SECOND DEGREE ASSAULT FOURTH DEGREE SEXUAL ASSAULT	O1 / MALE	CIV/ FEMALE	INCIDENT OCCURRED OUT IN TOWN ALCOHOL WAS INVOLVED. NOT YET ADJUDICATED
CHILD PORNOGRAPHY ON GOVT COMP	O3/ MALE		FOUND ON COMPUTER DURING RANDOM SWEEP. NCIS INVESTIGATION IN PROG
COERSION AND ENTICEMENT OF A MINOR	O3 / MALE	NCIS AGENT POSING AS 15 YEAR OLD	NCIS INVESTIGATION ONGOING
DOMESTIC VIOLENCE	E8 / FEMALE	E9 / MALE	E9 CALLED AND ALLEGED DOMESTIC VIOLENCE, SECURITY INTERVIEWED MEMBERS FAP CASE INITIATED
DOMESTIC VIOLENCE, POSSIBLE ASSAULT CONSUMATED BY BATTERY	E7 / MALE	CIV/ SPOUSE	MBR RETURNED HOME (0230) VERBAL DISPUTE STARTED ALLEGEDLY SPOUSE WAS SLAPPED AND THROWN TO GROUND. SECURITY RESPONDED MBR REFUSED BREATHALIZED, SPOUSE BAC 0.00. FAP CASE INITIATED
DOMESTIC VIOLENCE	E9 / MALE	CIV/ SPOUSE	MEBER ARRESTED AND CHARGED WITH DV, OREDERED TO COUNCELING FAP CASE ACTIVE
DUI	E7 / MALE		AT 0119 MBR ARRESTED FOR DUI AFTER FALLING ASLEEP AT THE WHEEL AND HITTING A UTILITY POLE FAILED FIELD SOBRIETY TEST (NO INJURIES)
DUI	E7 / MALE		AT 2215 MBR STOPPED BY BASE SECURITY CONSENTED TO BREATHALIZED BAC: .309
DUI	E7 / MALE		AT 0230 MEMBER ARRESTED BY HIGHWAY PATROL FOR DRIVING UNDER THE INFLUENCE NO BAC GIVEN

SITREPS

Revising with updated data

FRATERNIZATION	O2 FEMALE / E4 MALE		BOTH MEMBERS REFERED TO COURTS MARTIAL
FRATERNIZATION	O3 MALE / E4 FEMALE		18 MONTH RELATIONSHIP O3 REFERED TO COURTS MARTIAL E4 TO NJP
FRATERNIZATION	O1 FEMALE / E4 MALE		4 MONTH LONG RELATIONSHIP O1 REFERED TO COURTS MARTIAL E4 HAD PCS'D OFF SHIP, NO UNPDATE ON ADJUDICATION
FRATERNIZATION	E7 MALE / E4 FEMALE		LONG TERM RELATIONSHIP. BOTH MEMBERS REFERED TO NJP CPO DFC'D
FRATERNIZATION	E7 MALE / E6 FEMALE		RELATIONSHIP BEGAN DURING PRECOM E7 REFERED TO COURTS MARTIAL E6 TO NJP REDUCED IN RATE.
FRATERNIZATION	E8 MALE / E6, E5 FEMALE		SAME AS ABOVE
SEXUAL ASSAULT	E8 MALE	E4 FEMALE	MBRS WENT OUT TO DINNER TO DISCUSS WORK RELATED ISSUES E8 BEGAN TO GROPE E4, SHE TOLD HIM TO STOP HE DID THEN , DROVE HER HOME STOPPED VEHICLE AND BEGAN AGAIN. INVESTIGATION IN PROGRESS
SEXUAL HARASSMENT	E7 MALE	E3 FEMALE	INAPPROPRIATE TOUCHING AND SEXUAL COMMENTS. SUBSTANTIATED. NJP HELD, MBR XFRD
SEXUAL HARASSMENT	O3 MALE	O2 FEMALE	SEXUAL HARASSMENT UNSUBSTANTIATED, MISCONDUCT SUBSTANTIATED. MBR XFRD AWAITING PROCESSING AND APPEAL
SEXUAL HARASSMENT	E7 MALE / E5 MALE	E3 FEMALE	INAPPROPRIATE TOUCHING, SEXUAL COMMENTS, FORSTERING A HOSTILE WORK ENVIRONMENT. SUBSTANTIATED. E7 AWARDED PUNITIVE LETTER 45 DAYS RESTRICTION, 1/2 X 2 DFC. E5 AWARDED RIR, 45/45, 1/2 X 2

LLS Training Status

- CNSP
- CNSL
- Challenges
  - FFSC Loading
  - Locations not yet geared to support